



FAMILY INDEPENDENCE AGENCY VISION AND VALUES HONOREE'S September 2004



ALAN KIMCHIK
Office of Inspector General

- ◆ Exhibits professionalism and the above values in the way he works, presents himself, and communicates with others.
- ◆ He is a good leader; good communicator; open to input/suggestions; and has a vision for the Agency OIG as a whole.
- ◆ Integrity - one's truthfulness; excellence - wanting one's best.
- ◆ Promotes values; includes team decision-making.
- ◆ He communicates and invites sharing; he includes everyone; he recognizes and gives praise; strives for excellence with training and input.
- ◆ He basically does (or tries to do) what he says he is going to do.
- ◆ He promotes and exemplifies each of these qualities in a friendly yet professional manner.
- ◆ Does what he says, seeks input and requires results.



JOHN TARKOWSKI
Wayne Co. Lincoln Park Dist.

- ◆ Encourages teamwork; cares about staff and clients; asks for staff input and treats everyone fairly; explains decisions.
- ◆ Ask team members thoughts and ideas before making changes.
- ◆ Follows through on what he says he will do; always speaks to you when he sees you; is willing to discuss things when necessary.
- ◆ Team & District meetings to keep informed & involved; open discussions at those meetings; open with expectations and consequences.
- ◆ Exemplifies behaviors in everything he does. It makes working with him a pleasure.
- ◆ The way he presents himself and remains a part of all interaction - very impressionable.
- ◆ Listens to staff; recognizes staff for their actions; shares information timely.



REBECCA CLARK
Lenawee County FIA

- ◆ Very helpful; patient; knowledgeable; approachable.
- ◆ Often asks for input, listens to response; day to day, know what to expect from her; always includes herself as part of the team.
- ◆ Asks for ideas and feedback. Gives praise and thanks.
- ◆ Displays all of these values & has same expectations from internal & external customers.
- ◆ Follow up is important & fulfilled & feels customer is valuable. She is always available to help employee.



SHELLY FRASER
Ottawa County FIA

- ◆ She's always is there to help and doesn't act like a bother; I couldn't ask for a better supervisor.
- ◆ Diligent; goes the extra mile; confident; knows policy; open communication with frontline workers; provides positive feedback very well.
- ◆ Diligent worker; listens and responds to needs; values her workers.
- ◆ Communicates well; inclusive and kind; stays to work late.
- ◆ A great supervisor in every way. Very patient with irate customers.



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BILL DENEMY
Charlevoix & Emmet County

- ◆ Very fair in her dealings with fellow employees and easy to talk with.
- ◆ By example.
- ◆ By his decisions; beliefs; ideals.
- ◆ Encourages; supports; compliments and helps workers; its appreciated.
- ◆ Goes beyond duties as a supervisor in all of the above.
- ◆ Approachable; positive; and very workable.
- ◆ Positive attitude and acts on his words.
- ◆ Our input/opinions are listened to - we feel a valuable & appreciated part of the team.



SANDRA BOW
Maxey Boys Training School

- ◆ She is honest and makes it easy to do your job. Includes everyone in what she's striving to do; makes you want to produce best work.
- ◆ Good person; does what she says; supports honesty & talking to youths; team decisions; communicates with teams.
- ◆ Clearly demonstrates honesty, fairness, morals, trustworthiness, and consistency.
- ◆ Honesty; knowledge; upfront; responsible.
- ◆ Always on time; good communication skills; good listeners; positive attitude.
- ◆ Promotes all the values mentioned.
- ◆ Does corrective action without personalizing it and persecuting you; leads by example; always tries to do the right thing.



JOYCE LAMAR
Wayne Co. South Central
District CFS

- ◆ Shares knowledge willingly; has values and rules that she follows consistently; demonstrates teamwork in the work environment.
- ◆ Knowledge about her job and foster care program; Helpful to everyone (co-workers and customers); does the job well.
- ◆ Team worker; excellent; knowledgeable; fair.
- ◆ Always willing to help; knowledgeable; fair.
- ◆ Knowledgeable; fair; honest and motivated to get the job done.
- ◆ She is a very good supervisor and very good at getting staff to get the job done.
- ◆ She shows excellence and integrity in what she does; good supervisor. If I were a supervisor, I would pattern myself after her.
- ◆ Knowledgeable of policy; always willing to go the extra mile; very supportive of staff.



ADA HURST
Kent County, Franklin Dist.

- ◆ In Every Way
- ◆ Is there to support you and reach out to other agencies if necessary.
- ◆ Always helpful to both customers and co-workers.
- ◆ Goes above and beyond with our customers in providing them the services they are entitled to.
- ◆ Informative; knowledgeable; helpful; supportive.
- ◆ Always ready to help; team worker.



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JANE JOHNSON
 Muskegon County FIA

- ◆ Just being herself.
- ◆ Always does what she say she will; always looks for input; always looks for ways to enhance the way we do business.
- ◆ Sincere in efforts to promote a better workplace.
- ◆ She exemplifies these values at all times; she wants to be excellent and wants others to be excellent. Always honest and has integrity.
- ◆ Treats me with respect and utmost appreciation; she cares about me.
- ◆ All of the above values.



JAMES NUNNOLD
 St. Clair County FIA

- ◆ Shares as much of the explanation about what's going on as he can.
- ◆ Understands us; listens to us; does what he can and recognizes what can't be done.
- ◆ He is there for us.
- ◆ Shows 100% of all positive behavior qualities.
- ◆ Represents excellence, integrity, and inclusion.



MARJEAN FARR
 Osceola/Mecosta County FIA

- ◆ Fairness; available; respectful.
- ◆ Upbeat attitude; conscientious; good listener; requests input; respectful; honest, patient, and balanced.
- ◆ Knows no boundaries when it comes to helping workers get their jobs done; accepting of who people are; she walks the walk.
- ◆ Respects & values others & displays a high level of integrity. She promotes teamwork and high morals.
- ◆ Being on time; available; explaining; going beyond what's required.
- ◆ She always treats everyone honestly, fairly, and with patience. She gives encouragement and brings out the best she can in each person.
- ◆ Consistent honest answers; helpful advice and answers; never demeaning; asks for input.



ANITA KEMSLEY
 Wayne Co. Redford District

- ◆ Good team work - respect for others.
- ◆ She always helps, is prompt, and has great integrity.
- ◆ Customers are always first - excellent commitment to job performance.
- ◆ Always shows a great attitude.
- ◆ Usage of management skills.



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RUSSELL SEXTON
Delta County FIA

- ◆ Honesty; committed to staff; practices what he preaches.
- ◆ In the short time I've seen his work, he seems to "walk the talk."
- ◆ Professional, open and honest; Russ encourages staff input/feedback more than any other supervisor/Director I have worked for.
- ◆ He is honest and follows policy; he involves staff in meetings to provide feedback; he is fair and supportive of staff & explains decisions.
- ◆ Includes management on decision making; honest.
- ◆ Honest; caring; strives for excellence.
- ◆ Honest; straightforward.



LINDA GEML
Van Buren County FIA

- ◆ She cares more about her staff than about herself.
- ◆ Always works exhibiting all behaviors.
- ◆ Always treated fairly and with respect; encourages teamwork; goes above and beyond the call of duty to assist workers.
- ◆ Willing to work with others to solve problems; always willing to listen, give input & support.
- ◆ Treats everyone fair; listens!
- ◆ Fairness & respect to customers and co-workers; Is fair, caring and honest in all aspects of the Agency.



CYNTHIA BARE
St. Joseph County FIA

- ◆ Truly cares and has integrity.
- ◆ She includes her staff in decisions; she's very honest and does what she says; she's very thorough in her work.
- ◆ Friendly, aware of new policies and able to share new ideas with staff; good leadership skills.
- ◆ She makes sure that we are in compliance but she does that in a positive way.
- ◆ Trusts her staff; promotes teamwork/safety; helpful; clear expectations, etc.
- ◆ Cindy is here every day; takes ownership of problems; says what she will do and does it; she goes beyond the call of duty every day.
- ◆ Stands up for her workers - goes the extra mile with workers; very knowledgeable.



LYNORA LITTLE
Wayne Co. Greenfield Joy

- ◆ Teamwork and continue to show to me how to give my best to this.
- ◆ Team player; accountability; customer focus.
- ◆ Knowledge of policy; fair; shows diligence when assisting others who need guidance.
- ◆ She is helpful; maintains her professionalism; and encourages.
- ◆ Truthful; includes others in decision-making; asks our opinions and goes above and beyond.
- ◆ Knows her job and is willing to help.
- ◆ Knows policy; takes the time to help others and be fair to customers and employees.
- ◆ Does not allow for half a job to be done; stresses inclusion; will offer to help if you need it.



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ELLEN KUMMERL
St. Joseph County FIA

- ◆ Great work with doing what she says; makes employees feel knowledgeable of her decisions; always suggesting an alternative.
- ◆ She is an awesome example of integrity, excellence, teamwork and inclusion with not only her staff but all Agency staff.
- ◆ Thorough.
- ◆ Great leadership; fair; honest; fabulous teacher and friend; professional employee and good customer skills.
- ◆ Listens to issues; seeks results; patient and helpful; shows respect to all; does things in a timely manner; willing to educate other staff.
- ◆ Commitment to excellence, sharing.
- ◆ How she talks to customers and gets details from them; shares knowledge.



SUE FORMAN
Barry County FIA

- ◆ Excellent worker; always willing to help all; good attitude; very good with customers.
- ◆ Very knowledgeable regarding policy and always willing to help.
- ◆ She's a walking policy book.
- ◆ Knows policy; completes work; honest; helpful and kind to co-workers and clients; reliable.
- ◆ Policy, computer knowledge.
- ◆ Does her work timely; helps others; knows programs and policies.



SHARON CAMPBELL
Oakland Co. Madison Heights

- ◆ She is fair, does what she says, each employee feels their importance on the staff.
- ◆ Honest; works well with people; goes beyond what has to be done.
- ◆ Supports workers; includes workers in decisions; always available to help.
- ◆ Excellence, integrity and inclusion.
- ◆ She talks well with her people; treats them with respect; lets them know what she expects and has regular meetings to keep staff informed.
- ◆ She is a very supportive supervisor.
- ◆ Ms. Campbell meets with her employees and gets input; she's done the job and is good at what she does; upbeat with her employees.